

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

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G4S SECURE SOLUTIONS (USA) INC., <i>etc.</i>	:	
	:	
and	:	Case 12-CA-26644
	:	
THOMAS FRAZIER, an individual	:	Case 12-CA-26811
	:	
CECIL MACK, an individual	:	

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**RESPONDENT’S EXCEPTIONS TO THE SUPPLEMENTAL  
DECISION OF THE ADMINISTRATIVE LAW JUDGE**

Pursuant to Section 102.46 of the Rules and Regulations of the National Labor Relations Board, Respondent G4S Secure Solutions (USA) Inc. (hereinafter “G4S” or “Respondent”), hereby excepts to the Supplemental Decision of the Administrative Law Judge as follows:

1. The failure to apply controlling authority in assessing whether Charging Parties were discharged because they engaged in protected concerted activity. ALJD *passim*.<sup>1</sup>
2. The finding that Charging Parties were terminated because they engaged in protected concerted activity, because such finding is not supported by substantial record evidence and is contrary to existing law. ALJD at 7.
3. The failure to analyze whether Charging Parties would have been discharged in the absence of alleged participation in protected concerted activity. ALJD *passim*.
4. The failure to find that Charging Parties would have been discharged in the absence of participation in protected concerted activity. ALJD *passim*.

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<sup>1</sup> “ALJD at \_\_\_” refers to pages of the Supplemental Decision of the Administrative Law Judge issued on November 16, 2012.

5. The finding, as directed by the Board, that Charging Parties were not supervisors as defined in Section 2(11) of the Act. ALJD at 5-6.

This 21st day of December, 2012.

Respectfully submitted,

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**CERTIFICATE OF SERVICE**

On December 21, 2012, the foregoing *Respondent's Exceptions to the Supplemental Decision of the Administrative Law Judge* was filed electronically and a copy served by way of electronic mail by close of business on December 21, 2012, on Shelley B. Plass, Counsel for the Acting General Counsel, at [shelley.plass@nrlrb.com](mailto:shelley.plass@nrlrb.com); Thomas Frazier at [tomefrazier@gmail.com](mailto:tomefrazier@gmail.com), Cecil Mack at [cecilmack3@gmail.com](mailto:cecilmack3@gmail.com), and Chief Administrative Law Judge William N. Cates via facsimile to 404-331-2061.

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